

(Breakthrough, Fall 1983)

INCREASING ORGANIZATIONAL EFFECTIVENESS WITH THE AID OF HEMI-SYNC®

by James Jones

James Jones, Director of the Personal Awareness Institute, shared with the participants of the seminar how he works with the Monroe material in the area of individual and group development. He told us how he sets up and uses Hemi-Sync in the training environment. A portion of his seminar discussed change in complex organizations where he applied the use of Hemi-Sync. He then talked about other ways he has applied the Monroe material in various training environments and consulting situations.

In setting up the workshop environment he uses two portable stereo speakers which can be spread out. He sometimes needs to use two additional speakers with a pre-amplifier. All the equipment is run off a small Sony Walkman. When using Hemi-Sync through speakers, it is important to be aware of the flow dynamics of the room. James uses *The Way of Hemi-Sync* tape which demonstrates how the vibrato should feel. So he makes sure that each chair in the room is positioned to hear the vibrato. If you have listened to Hemi-Sync, you'll be in tune with what to look for. Walk all around the room and look for dead spaces. If you have good equipment that is positioned properly and you are able to eliminate all outside random noise, you can use the supportive environment that open speakers provide to create the Hemi-Sync effect. You must be sure that the room is working for you.

James plays classical music as his participants enter the room instead of Halpern's music or similar music because he doesn't want them to relax but wants them sitting on the edge of their chairs. The reason music is playing at the start is to let people know that the workshop is going to be a little different from the average seminar. By the time he gets around to using Hemi-Sync music in complex exercises, the participants already have experienced other exercises and several pieces of music at break, so it is not a phenomenon, but just part of the supportive environment.

James lectured to the group on using the whole mind instead of part of it to create change. After explaining to the group how to accomplish change issues, he then led the group through a guided imagery exercise using *Metamusic® Green*. The groups banded together and shared their visions of change before he had them work through a problem they might face in a management situation.

James uses Hemi-Sync more and more in processes where he directs people to examine their values and to examine introspective things. This opens up the opportunity for the defense

mechanism not to get in the way, enabling a shift into other mind sets. Most managers want to make a difference in their organizations. To do this they need the ability to empower other people to make a difference. James feels his experience with the Monroe material gives us a tool to empower others to do what we want them to do out in the world in terms of contributing to other people. By passing on the tools we know work, it helps to empower other people to make a difference.

He feels that the participants taking his workshops do get the results that they are looking for.

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